

Comparisons

	Overall	Business School	Media, Arts & Humanities School	School of Life Sciences	Brighton and Sussex Medical School	Student Experience	FEES	School of Mathematical and Physical Sciences	School of Engineering and Informatics	School of Law, Politics and Sociology	School of Psychology	School of Global Studies	Student Recruitment, Admissions & International Development	IT Services	School of Education and Social Work	Library	External Relations	Finance	Human Resources	Research and Enterprise	Estates and Facilities Management	Governance, Compliance & General Counsel	Planning & Performance	Vice-Chancellor's Office
No. of Responses	2162	232	213	204	139	132	111	104	100	95	91	88	83	81	79	72	71	71	54	49	44	24	14	11
Inclusion	63%	64%	54%	54%	71%	60%	68%	63%	64%	55%	71%	56%	65%	52%	61%	65%	69%	81%	78%	65%	61%	66%	73%	78%
I am treated with dignity and respect	72%	71%	65%	62%	82%	73%	78%	70%	71%	69%	84%	60%	77%	53%	68%	76%	89%	89%	85%	76%	66%	75%	79%	73%
I believe I am valued for what I do at the University	61%	62%	45%	47%	73%	58%	70%	59%	54%	48%	70%	50%	73%	49%	65%	63%	76%	79%	78%	73%	61%	75%	79%	82%
I believe that the University is committed to Equality, Diversity and Inclusion	66%	69%	55%	62%	78%	69%	61%	64%	71%	52%	77%	49%	70%	58%	63%	65%	67%	91%	89%	63%	70%	75%	86%	82%
I feel that I fit in well at the University	71%	74%	67%	62%	73%	68%	76%	75%	72%	68%	74%	73%	73%	64%	65%	77%	71%	87%	83%	73%	70%	63%	86%	91%
I think it is safe to speak up and challenge the way things are done in the University	43%	45%	37%	37%	51%	31%	55%	46%	54%	36%	51%	47%	32%	36%	42%	45%	40%	59%	54%	39%	39%	42%	36%	64%
Leadership	47%	50%	41%	32%	52%	42%	48%	43%	50%	41%	56%	39%	45%	39%	53%	51%	60%	68%	56%	44%	44%	59%	56%	80%
I believe that action will be taken in the University in response to the results of this survey	40%	42%	33%	31%	45%	34%	42%	39%	44%	30%	59%	26%	49%	26%	44%	42%	57%	59%	50%	45%	36%	50%	36%	73%

My Head of School/Dean/Director of Professional Services provides effective leadership	67%	71%	68%	45%	75%	43%	62%	63%	69%	76%	87%	83%	62%	47%	82%	79%	69%	90%	80%	53%	61%	75%	85%	73%
The University Executive Group provides effective leadership	35%	42%	27%	22%	42%	35%	35%	30%	35%	23%	29%	20%	33%	40%	35%	34%	53%	66%	46%	37%	38%	54%	36%	82%
There is good co-operation between different parts of the University with which I work	44%	45%	36%	28%	47%	58%	51%	39%	51%	34%	48%	27%	37%	43%	49%	48%	63%	56%	50%	43%	41%	58%	71%	91%
Management	69%	72%	59%	63%	74%	63%	50%	67%	57%	68%	79%	66%	77%	63%	69%	78%	83%	84%	85%	78%	67%	78%	77%	85%
Did you have an annual appraisal in the last 12 months?	71%	77%	50%	69%	78%	60%	7%	69%	35%	82%	84%	66%	96%	99%	81%	92%	97%	93%	96%	90%	73%	79%	100%	80%
I am kept informed about matters affecting me	68%	74%	60%	58%	79%	59%	73%	67%	69%	60%	81%	55%	77%	35%	71%	76%	83%	86%	81%	82%	64%	88%	71%	82%
My appraisal was useful to me	62%	64%	63%	58%	65%	59%	100%	64%	74%	53%	70%	69%	58%	41%	63%	62%	72%	68%	69%	53%	66%	53%	64%	88%
My immediate line manager provides regular and constructive feedback	72%	70%	65%	65%	71%	73%	64%	66%	61%	74%	78%	75%	78%	75%	61%	82%	81%	89%	91%	86%	66%	88%	71%	91%
Development	54%	58%	48%	49%	65%	50%	53%	47%	40%	51%	55%	46%	59%	46%	51%	74%	65%	61%	69%	49%	48%	70%	50%	55%
I am aware of the University's mentoring scheme	65%	71%	59%	63%	84%	60%	50%	59%	48%	72%	64%	60%	65%	58%	59%	90%	79%	61%	72%	58%	57%	74%	57%	55%
My manager takes time to coach me and develop my skills	43%	44%	37%	35%	46%	41%	56%	35%	31%	30%	47%	33%	52%	35%	43%	59%	51%	60%	65%	41%	39%	67%	43%	55%
Workload & Wellbeing	58%	57%	47%	43%	67%	60%	59%	51%	51%	51%	63%	45%	68%	57%	53%	65%	77%	87%	78%	67%	59%	72%	64%	79%
During the Covid-19 pandemic I have been appropriately supported in my work	60%	56%	48%	45%	69%	65%	57%	53%	56%	54%	70%	44%	68%	60%	53%	66%	79%	96%	85%	67%	64%	67%	71%	100%
I am satisfied with the support available to help me manage my health and wellbeing	56%	55%	46%	44%	70%	58%	47%	45%	51%	50%	56%	29%	75%	62%	51%	65%	80%	90%	78%	69%	55%	83%	71%	73%
My workload is allocated in a fair and transparent way	57%	58%	48%	41%	62%	57%	73%	55%	46%	49%	63%	63%	63%	49%	54%	65%	71%	74%	72%	65%	59%	67%	50%	64%
Bullying & Harassment	65%	63%	64%	60%	66%	62%	76%	58%	71%	58%	81%	59%	63%	43%	70%	75%	76%	77%	70%	68%	62%	56%	70%	60%
Bullying / harassment personally experienced: Has it stopped?	48%	42%	60%	45%	33%	58%	73%	43%	40%	27%	67%	64%	50%	37%	57%	50%	60%	67%	33%	0%	75%	50%	100%	50%
Bullying / harassment personally experienced: Have you reported this?	33%	32%	33%	47%	6%	32%	36%	32%	10%	36%	44%	36%	25%	26%	36%	33%	40%	67%	17%	50%	75%	25%	0%	0%

Bullying / Harassment witnessed: Has it stopped?	42%	38%	47%	51%	35%	48%	60%	32%	44%	19%	63%	33%	47%	34%	50%	58%	71%	29%	33%	25%	42%	0%	50%	
Bullying / Harassment witnessed: Have you reported this?	24%	19%	16%	46%	20%	17%	30%	35%	11%	25%	38%	7%	7%	23%	50%	33%	29%	43%	17%	14%	17%	25%	100%	0%
In the last 12 months, I have felt bullied or harassed at the University	76%	77%	73%	71%	78%	75%	82%	70%	82%	71%	88%	70%	78%	58%	78%	87%	80%	86%	85%	84%	77%	75%	71%	73%
In the last 12 months, I have witnessed someone else being bullied or harassed while working at the University	70%	67%	71%	59%	76%	66%	81%	63%	78%	64%	86%	63%	68%	46%	75%	75%	80%	77%	74%	78%	61%	58%	71%	73%
Engagement	66%	69%	58%	57%	76%	62%	65%	66%	70%	62%	76%	56%	70%	53%	69%	72%	65%	84%	75%	69%	70%	71%	86%	94%
I am proud to work for the University	74%	77%	67%	62%	81%	73%	78%	71%	76%	70%	78%	64%	80%	63%	78%	75%	75%	90%	85%	82%	73%	75%	86%	91%
I would recommend the University as a great place to work	59%	61%	41%	48%	78%	52%	68%	60%	61%	52%	72%	42%	68%	35%	58%	63%	62%	84%	67%	59%	61%	67%	86%	91%
I would still like to be working at the University in two years' time	66%	68%	67%	60%	69%	61%	48%	66%	72%	65%	77%	63%	62%	60%	71%	79%	58%	79%	74%	67%	75%	71%	86%	100%

Appendix

Dashboard:	University of Sussex Pulse Survey January 2021 (including comments)
Dashboard hierarchy type:	Organogram
Response count:	2162
Panel count:	4543
Participation:	48%
Comparison:	Survey Overall
Report produced:	8 March 2021

Comparisons

	Overall	Professional services staff	Lecturer	Professor	Research Fellow	Senior Lecturer	Hourly paid lecturing or instructing	Academic Other	Technical	Reader	Senior Management	Research Assistant	Research Associate
No. of Responses	2162	898	252	179	169	132	111	106	77	53	27	27	3
Inclusion	63%	67%	57%	62%	64%	53%	63%	64%	59%	65%	85%	75%	
I am treated with dignity and respect	72%	77%	67%	66%	78%	61%	76%	79%	60%	68%	85%	78%	
I believe I am valued for what I do at the University	61%	68%	51%	60%	58%	48%	57%	58%	56%	54%	100%	74%	
I believe that the University is committed to Equality, Diversity and Inclusion	66%	72%	63%	61%	68%	49%	63%	65%	70%	70%	93%	78%	
I feel that I fit in well at the University	71%	74%	65%	72%	72%	70%	74%	66%	71%	71%	81%	81%	
I think it is safe to speak up and challenge the way things are done in the University	43%	42%	41%	49%	43%	36%	48%	50%	40%	60%	67%	63%	
Leadership	47%	52%	48%	37%	44%	42%	47%	47%	36%	42%	78%	36%	
I believe that action will be taken in the University in response to the results of this survey	40%	45%	38%	31%	41%	35%	45%	42%	32%	38%	78%	22%	

My Head of School/Dean/Director of Professional Services provides effective leadership	67%	67%	73%	64%	64%	76%	69%	67%	56%	70%	85%	52%
The University Executive Group provides effective leadership	35%	41%	35%	30%	29%	27%	32%	32%	26%	30%	74%	26%
There is good co-operation between different parts of the University with which I work	44%	52%	46%	25%	44%	30%	42%	48%	30%	28%	74%	44%
Management	69%	75%	69%	67%	68%	64%	52%	60%	60%	67%	86%	66%
Did you have an annual appraisal in the last 12 months?	71%	84%	74%	79%	55%	72%	17%	34%	63%	77%	85%	33%
I am kept informed about matters affecting me	68%	71%	68%	68%	73%	59%	69%	73%	53%	60%	96%	78%
My appraisal was useful to me	62%	62%	70%	53%	79%	62%	84%	69%	50%	54%	83%	67%
My immediate line manager provides regular and constructive feedback	72%	80%	65%	63%	70%	62%	63%	69%	69%	72%	78%	85%
Development	54%	59%	50%	46%	56%	49%	48%	55%	39%	47%	70%	61%
I am aware of the University's mentoring scheme	65%	68%	65%	70%	57%	72%	50%	58%	47%	62%	89%	63%
My manager takes time to coach me and develop my skills	43%	50%	35%	21%	55%	27%	46%	51%	31%	32%	52%	59%
Workload & Wellbeing	58%	68%	46%	49%	59%	41%	53%	56%	60%	53%	79%	59%
During the Covid-19 pandemic I have been appropriately supported in my work	60%	72%	45%	50%	60%	41%	56%	52%	64%	57%	81%	56%
I am satisfied with the support available to help me manage my health and wellbeing	56%	69%	44%	45%	56%	38%	47%	51%	57%	43%	81%	59%
My workload is allocated in a fair and transparent way	57%	62%	48%	51%	62%	43%	56%	64%	58%	58%	74%	63%

Bullying & Harassment	65%	68%	62%	60%	64%	57%	81%	72%	53%	71%	58%	88%
Bullying / harassment personally experienced: Has it stopped?	48%	55%	59%	41%	36%	38%	50%	70%	27%	50%	0%	50%
Bullying / harassment personally experienced: Have you reported this?	33%	36%	34%	37%	23%	38%	0%	18%	27%	50%	0%	50%
Bullying / Harassment witnessed: Has it stopped?	42%	45%	48%	29%	33%	22%	40%	92%	35%	33%	57%	
Bullying / Harassment witnessed: Have you reported this?	24%	21%	24%	37%	11%	23%	0%	17%	44%	17%	71%	
In the last 12 months, I have felt bullied or harassed at the University	76%	80%	72%	75%	77%	67%	89%	80%	64%	81%	74%	89%
In the last 12 months, I have witnessed someone else being bullied or harassed while working at the University	70%	72%	68%	61%	72%	67%	84%	75%	58%	77%	52%	93%
Engagement	66%	70%	64%	63%	70%	58%	68%	67%	65%	60%	75%	67%
I am proud to work for the University	74%	79%	66%	73%	74%	67%	78%	78%	69%	64%	85%	85%
I would recommend the University as a great place to work	59%	65%	53%	47%	64%	43%	61%	65%	58%	48%	70%	50%
I would still like to be working at the University in two years' time	66%	67%	72%	68%	70%	63%	64%	58%	69%	68%	70%	65%

Appendix

Dashboard:	University of Sussex Pulse Survey January 2021 (including comments)
Dashboard hierarchy type:	Organogram
Response count:	2162
Panel count:	4543
Participation:	48%
Comparison:	Survey Overall
Report produced:	8 March 2021

Comparisons

	Overall	Professional Services	Academic
No. of Responses	2162	1083	1028
Inclusion	63%	66%	59%
I am treated with dignity and respect	72%	76%	69%
I believe I am valued for what I do at the University	61%	68%	54%
I believe that the University is committed to Equality, Diversity and Inclusion	66%	72%	61%
I feel that I fit in well at the University	71%	74%	69%
I think it is safe to speak up and challenge the way things are done in the University	43%	43%	44%
Leadership	47%	51%	43%
I believe that action will be taken in the University in response to the results of this survey	40%	44%	37%
My Head of School/Dean/Director of Professional Services provides effective leadership	67%	67%	68%
The University Executive Group provides effective leadership	35%	40%	30%

There is good co-operation between different parts of the University with which I work	44%	51%	38%
Management	69%	73%	65%
Did you have an annual appraisal in the last 12 months?	71%	79%	63%
I am kept informed about matters affecting me	68%	70%	68%
My appraisal was useful to me	62%	61%	65%
My immediate line manager provides regular and constructive feedback	72%	78%	65%
Development	54%	57%	50%
I am aware of the University's mentoring scheme	65%	66%	64%
My manager takes time to coach me and develop my skills	43%	49%	37%
Workload & Wellbeing	58%	66%	49%
During the Covid-19 pandemic I have been appropriately supported in my work	60%	70%	50%
I am satisfied with the support available to help me manage my health and wellbeing	56%	67%	46%
My workload is allocated in a fair and transparent way	57%	62%	52%
Bullying & Harassment	65%	66%	64%
Bullying / harassment personally experienced: Has it stopped?	48%	50%	46%

Bullying / harassment personally experienced: Have you reported this?	33%	33%	34%
Bullying / Harassment witnessed: Has it stopped?	42%	44%	39%
Bullying / Harassment witnessed: Have you reported this?	24%	26%	24%
In the last 12 months, I have felt bullied or harassed at the University	76%	79%	75%
In the last 12 months, I have witnessed someone else being bullied or harassed while working at the University	70%	70%	70%
Engagement	66%	69%	63%
I am proud to work for the University	74%	78%	70%
I would recommend the University as a great place to work	59%	64%	53%
I would still like to be working at the University in two years' time	66%	66%	67%

Appendix

Dashboard:	University of Sussex Pulse Survey January 2021 (including comments)
Dashboard hierarchy type:	Organogram
Response count:	2162
Panel count:	4543
Participation:	48%
Comparison:	Survey Overall
Report produced:	8 March 2021

Comparisons

	Overall	Over 5 years but less than 10 years	Over 1 year but less than 3 years	Over 10 years but less than 20 years	Over 3 years but less than 5 years	Less than 6 months	Over 20 years	Over 6 months but less than 1 year
No. of Responses	2162	523	499	353	347	174	142	124
Inclusion	63%	57%	65%	61%	62%	72%	60%	77%
I am treated with dignity and respect	72%	66%	76%	66%	73%	82%	62%	91%
I believe I am valued for what I do at the University	61%	53%	64%	59%	60%	72%	54%	76%
I believe that the University is committed to Equality, Diversity and Inclusion	66%	62%	66%	65%	65%	73%	72%	77%
I feel that I fit in well at the University	71%	67%	71%	71%	72%	76%	74%	80%
I think it is safe to speak up and challenge the way things are done in the University	43%	35%	45%	42%	42%	59%	37%	63%
Leadership	47%	43%	47%	44%	46%	57%	43%	61%
I believe that action will be taken in the University in response to the results of this survey	40%	35%	41%	40%	37%	51%	38%	59%

My Head of School/Dean/Director of Professional Services provides effective leadership	67%	66%	67%	65%	64%	79%	60%	76%
The University Executive Group provides effective leadership	35%	31%	35%	32%	37%	42%	30%	50%
There is good co-operation between different parts of the University with which I work	44%	38%	44%	40%	46%	57%	44%	59%
Management	69%	67%	73%	67%	71%	62%	65%	75%
Did you have an annual appraisal in the last 12 months?	71%	77%	76%	82%	75%	18%	76%	52%
I am kept informed about matters affecting me	68%	62%	72%	59%	69%	88%	64%	82%
My appraisal was useful to me	62%	60%	69%	55%	66%	77%	41%	84%
My immediate line manager provides regular and constructive feedback	72%	66%	74%	68%	72%	77%	73%	87%
Development	54%	51%	55%	51%	56%	57%	48%	62%
I am aware of the University's mentoring scheme	65%	67%	61%	69%	69%	53%	72%	56%
My manager takes time to coach me and develop my skills	43%	35%	50%	33%	43%	62%	25%	69%
Workload & Wellbeing	58%	54%	58%	54%	57%	68%	56%	73%
During the Covid-19 pandemic I have been appropriately supported in my work	60%	55%	61%	56%	60%	66%	62%	73%
I am satisfied with the support available to help me manage my health and wellbeing	56%	54%	56%	53%	58%	66%	53%	69%
My workload is allocated in a fair and transparent way	57%	54%	56%	55%	53%	72%	53%	77%

Bullying & Harassment	65%	58%	65%	63%	65%	87%	57%	83%
Bullying / harassment personally experienced: Has it stopped?	48%	48%	45%	41%	45%	78%	57%	83%
Bullying / harassment personally experienced: Have you reported this?	33%	30%	36%	40%	32%	22%	24%	50%
Bullying / Harassment witnessed: Has it stopped?	42%	29%	51%	39%	50%	50%	43%	43%
Bullying / Harassment witnessed: Have you reported this?	24%	27%	21%	25%	27%	67%	14%	14%
In the last 12 months, I have felt bullied or harassed at the University	76%	71%	77%	75%	76%	90%	68%	90%
In the last 12 months, I have witnessed someone else being bullied or harassed while working at the University	70%	64%	69%	66%	70%	89%	63%	85%
Engagement	66%	60%	66%	67%	66%	75%	69%	76%
I am proud to work for the University	74%	69%	74%	74%	71%	84%	79%	85%
I would recommend the University as a great place to work	59%	49%	62%	54%	60%	71%	59%	74%
I would still like to be working at the University in two years' time	66%	63%	63%	71%	67%	71%	70%	71%

Appendix

Dashboard:	University of Sussex Pulse Survey January 2021 (including comments)
Dashboard hierarchy type:	Organogram
Response count:	2162
Panel count:	4543
Participation:	48%
Comparison:	Survey Overall
Report produced:	8 March 2021

Comparisons

	Overall	36 - 45	46 - 55	26 - 35	56 - 65	16 - 25	Over 65
No. of Responses	2162	644	572	485	275	137	48
Inclusion	63%	62%	62%	62%	61%	74%	68%
I am treated with dignity and respect	72%	72%	69%	73%	68%	88%	79%
I believe I am valued for what I do at the University	61%	58%	61%	58%	61%	73%	73%
I believe that the University is committed to Equality, Diversity and Inclusion	66%	65%	69%	62%	67%	72%	81%
I feel that I fit in well at the University	71%	69%	71%	75%	69%	80%	65%
I think it is safe to speak up and challenge the way things are done in the University	43%	43%	42%	42%	41%	55%	42%
Leadership	47%	47%	47%	43%	46%	54%	50%
I believe that action will be taken in the University in response to the results of this survey	40%	41%	43%	35%	39%	46%	54%
My Head of School/Dean/Director of Professional Services provides effective leadership	67%	70%	65%	64%	65%	77%	73%
The University Executive Group provides effective leadership	35%	37%	37%	29%	36%	38%	40%
There is good co-operation between different parts of the University with which I work	44%	42%	45%	44%	44%	56%	33%
Management	69%	71%	70%	69%	65%	65%	62%

Did you have an annual appraisal in the last 12 months?	71%	76%	78%	66%	74%	35%	54%
I am kept informed about matters affecting me	68%	68%	68%	67%	64%	82%	75%
My appraisal was useful to me	62%	67%	60%	64%	50%	77%	58%
My immediate line manager provides regular and constructive feedback	72%	73%	70%	75%	67%	74%	58%
Development	54%	54%	52%	57%	49%	62%	42%
I am aware of the University's mentoring scheme	65%	66%	67%	58%	71%	58%	63%
My manager takes time to coach me and develop my skills	43%	42%	37%	55%	26%	66%	21%
Workload & Wellbeing	58%	57%	58%	55%	58%	67%	67%
During the Covid-19 pandemic I have been appropriately supported in my work	60%	57%	62%	59%	61%	63%	73%
I am satisfied with the support available to help me manage my health and wellbeing	56%	59%	57%	52%	56%	61%	60%
My workload is allocated in a fair and transparent way	57%	56%	56%	53%	57%	77%	69%
Bullying & Harassment	65%	64%	63%	66%	59%	85%	68%
Bullying / harassment personally experienced: Has it stopped?	48%	43%	57%	50%	36%	80%	50%
Bullying / harassment personally experienced: Have you reported this?	33%	34%	34%	30%	34%	40%	25%
Bullying / Harassment witnessed: Has it stopped?	42%	39%	49%	38%	36%	86%	25%

Bullying / Harassment witnessed: Have you reported this?	24%	23%	29%	22%	24%	43%	13%
In the last 12 months, I have felt bullied or harassed at the University	76%	76%	74%	80%	69%	91%	88%
In the last 12 months, I have witnessed someone else being bullied or harassed while working at the University	70%	70%	66%	72%	66%	84%	71%
Engagement	66%	64%	68%	65%	67%	69%	72%
I am proud to work for the University	74%	71%	76%	72%	76%	79%	83%
I would recommend the University as a great place to work	59%	55%	57%	61%	54%	79%	73%
I would still like to be working at the University in two years' time	66%	66%	73%	62%	70%	49%	58%

Appendix

Dashboard:	University of Sussex Pulse Survey January 2021 (including comments)
Dashboard hierarchy type:	Organogram
Response count:	2162
Panel count:	4543
Participation:	48%
Comparison:	Survey Overall
Report produced:	8 March 2021

Comparisons

	Overall	Female	Male	Prefer not to say	Prefer to self-describe	Non-binary	Trans/Transmasculine/Transfeminine	Agender	Intersex
No. of Responses	2162	1120	729	233	17	11	5	3	1
Inclusion	63%	66%	66%	40%	41%	55%			
I am treated with dignity and respect	72%	76%	75%	48%	53%	73%			
I believe I am valued for what I do at the University	61%	66%	63%	34%	35%	45%			
I believe that the University is committed to Equality, Diversity and Inclusion	66%	69%	71%	44%	41%	55%			
I feel that I fit in well at the University	71%	74%	74%	53%	65%	73%			
I think it is safe to speak up and challenge the way things are done in the University	43%	46%	49%	20%	12%	27%			
Leadership	47%	52%	47%	26%	29%	36%			
I believe that action will be taken in the University in response to the results of this survey	40%	46%	41%	16%	12%	18%			

My Head of School/Dean/Director of Professional Services provides effective leadership	67%	72%	67%	47%	65%	55%
The University Executive Group provides effective leadership	35%	39%	37%	16%	6%	27%
There is good co-operation between different parts of the University with which I work	44%	49%	44%	23%	35%	45%
Management	69%	71%	70%	57%	61%	64%
Did you have an annual appraisal in the last 12 months?	71%	70%	71%	75%	59%	55%
I am kept informed about matters affecting me	68%	72%	71%	46%	41%	73%
My appraisal was useful to me	62%	66%	63%	42%	73%	67%
My immediate line manager provides regular and constructive feedback	72%	74%	73%	59%	76%	64%
Development	54%	56%	52%	44%	50%	68%
I am aware of the University's mentoring scheme	65%	67%	63%	59%	59%	64%
My manager takes time to coach me and develop my skills	43%	46%	42%	29%	41%	73%
Workload & Wellbeing	58%	61%	60%	38%	57%	58%
During the Covid-19 pandemic I have been appropriately supported in my work	60%	62%	65%	39%	53%	64%
I am satisfied with the support available to help me manage my health and wellbeing	56%	62%	57%	34%	59%	45%
My workload is allocated in a fair and transparent way	57%	61%	58%	39%	59%	64%

Bullying & Harassment	65%	68%	68%	44%	45%	59%
Bullying / harassment personally experienced: Has it stopped?	48%	54%	51%	37%	33%	50%
Bullying / harassment personally experienced: Have you reported this?	33%	37%	29%	25%	43%	50%
Bullying / Harassment witnessed: Has it stopped?	42%	48%	38%	31%	33%	100%
Bullying / Harassment witnessed: Have you reported this?	24%	26%	25%	23%	33%	0%
In the last 12 months, I have felt bullied or harassed at the University	76%	79%	81%	54%	41%	55%
In the last 12 months, I have witnessed someone else being bullied or harassed while working at the University	70%	72%	72%	51%	59%	73%
Engagement	66%	71%	67%	45%	51%	45%
I am proud to work for the University	74%	79%	75%	50%	53%	45%
I would recommend the University as a great place to work	59%	65%	59%	33%	47%	36%
I would still like to be working at the University in two years' time	66%	69%	68%	51%	53%	55%

Appendix

Dashboard:	University of Sussex Pulse Survey January 2021 (including comments)
Dashboard hierarchy type:	Organogram
Response count:	2162
Panel count:	4543
Participation:	48%
Comparison:	Survey Overall
Report produced:	8 March 2021

Comparisons

	Overall	No	Yes	Prefer not to say
No. of Responses	2162	1655	244	213
Inclusion	63%	67%	50%	43%
I am treated with dignity and respect	72%	77%	55%	53%
I believe I am valued for what I do at the University	61%	65%	51%	39%
I believe that the University is committed to Equality, Diversity and Inclusion	66%	72%	48%	47%
I feel that I fit in well at the University	71%	75%	63%	52%
I think it is safe to speak up and challenge the way things are done in the University	43%	48%	32%	23%
Leadership	47%	51%	37%	30%
I believe that action will be taken in the University in response to the results of this survey	40%	45%	29%	21%
My Head of School/Dean/Director of Professional Services provides effective leadership	67%	71%	60%	50%
The University Executive Group provides effective leadership	35%	39%	25%	21%

There is good co-operation between different parts of the University with which I work	44%	48%	33%	30%
Management	69%	71%	63%	57%
Did you have an annual appraisal in the last 12 months?	71%	72%	63%	71%
I am kept informed about matters affecting me	68%	73%	60%	47%
My appraisal was useful to me	62%	65%	61%	44%
My immediate line manager provides regular and constructive feedback	72%	74%	68%	62%
Development	54%	55%	53%	45%
I am aware of the University's mentoring scheme	65%	66%	63%	56%
My manager takes time to coach me and develop my skills	43%	44%	44%	34%
Workload & Wellbeing	58%	62%	44%	40%
During the Covid-19 pandemic I have been appropriately supported in my work	60%	64%	47%	45%
I am satisfied with the support available to help me manage my health and wellbeing	56%	62%	39%	38%
My workload is allocated in a fair and transparent way	57%	61%	47%	39%
Bullying & Harassment	65%	69%	55%	50%
Bullying / harassment personally experienced: Has it stopped?	48%	49%	50%	45%

Bullying / harassment personally experienced: Have you reported this?	33%	35%	31%	26%
Bullying / Harassment witnessed: Has it stopped?	42%	43%	42%	38%
Bullying / Harassment witnessed: Have you reported this?	24%	24%	27%	24%
In the last 12 months, I have felt bullied or harassed at the University	76%	80%	66%	61%
In the last 12 months, I have witnessed someone else being bullied or harassed while working at the University	70%	73%	61%	55%
Engagement	66%	70%	57%	49%
I am proud to work for the University	74%	78%	67%	55%
I would recommend the University as a great place to work	59%	64%	47%	36%
I would still like to be working at the University in two years' time	66%	69%	59%	55%

Appendix

Dashboard:	University of Sussex Pulse Survey January 2021 (including comments)
Dashboard hierarchy type:	Organogram
Response count:	2162
Panel count:	4543
Participation:	48%
Comparison:	Survey Overall
Report produced:	8 March 2021

Comparisons

	Overall	White: English/Welsh/Scottish/Northern Irish/British	White: Other White Background	Prefer not to say	Mixed: Other mixed/multiple ethnic background	Asian or Asian British: Chinese	Other Ethnic background: Any other background	Asian or Asian British: Indian	White: Irish	Asian or Asian British: Other Asian background	Black or Black British: African	Mixed: White and Asian	Other Ethnic background: Arab	Asian or Asian British: Bangladeshi	Mixed: White and Black African	Mixed: White and Black Caribbean	Black or Black British: Caribbean	Black or Black British: Other Black/African/Caribbean Background	Asian or Asian British: Pakistani
No. of Responses	2162	1190	317	307	38	38	36	32	30	28	26	24	13	9	6	5	4	4	4
Inclusion	63%	67%	64%	43%	68%	82%	63%	59%	65%	71%	69%	69%	75%						
I am treated with dignity and respect	72%	76%	76%	51%	76%	87%	72%	78%	80%	79%	85%	75%	92%						
I believe I am valued for what I do at the University	61%	66%	59%	36%	63%	84%	56%	56%	63%	68%	73%	67%	69%						
I believe that the University is committed to Equality, Diversity and Inclusion	66%	72%	67%	47%	63%	82%	61%	53%	70%	71%	69%	83%	77%						
I feel that I fit in well at the University	71%	75%	71%	55%	84%	82%	79%	66%	77%	82%	73%	88%	85%						

I think it is safe to speak up and challenge the way things are done in the University	43%	46%	47%	25%	53%	74%	47%	44%	37%	57%	46%	33%	54%
Leadership	47%	51%	44%	30%	52%	71%	44%	48%	47%	56%	69%	51%	63%
I believe that action will be taken in the University in response to the results of this survey	40%	45%	40%	21%	47%	66%	46%	42%	30%	50%	65%	42%	62%
My Head of School/Dean/Director of Professional Services provides effective leadership	67%	72%	65%	52%	70%	79%	57%	68%	67%	68%	81%	58%	85%
The University Executive Group provides effective leadership	35%	38%	32%	19%	34%	63%	31%	37%	47%	57%	62%	50%	54%
There is good co-operation between different parts of the University with which I work	44%	48%	39%	27%	58%	76%	43%	45%	43%	50%	69%	54%	54%
Management	69%	72%	69%	58%	71%	76%	56%	60%	74%	72%	70%	67%	73%
Did you have an annual appraisal in the last 12 months?	71%	76%	66%	73%	62%	58%	44%	55%	80%	46%	46%	71%	46%
I am kept informed about matters affecting me	68%	71%	74%	49%	82%	79%	58%	72%	70%	82%	92%	79%	77%
My appraisal was useful to me	62%	65%	67%	47%	70%	82%	75%	53%	67%	77%	67%	65%	83%
My immediate line manager provides regular and constructive feedback	72%	76%	69%	62%	71%	87%	58%	56%	77%	86%	73%	54%	92%
Development	54%	55%	54%	45%	51%	70%	50%	53%	55%	59%	69%	56%	62%
I am aware of the University's mentoring scheme	65%	66%	65%	59%	61%	76%	58%	56%	67%	57%	65%	75%	54%
My manager takes time to coach me and develop my skills	43%	44%	44%	31%	42%	63%	42%	50%	43%	61%	73%	38%	69%
Workload & Wellbeing	58%	63%	54%	40%	62%	70%	49%	58%	67%	61%	67%	56%	64%

During the Covid-19 pandemic I have been appropriately supported in my work	60%	66%	54%	41%	61%	63%	58%	63%	70%	64%	73%	58%	69%
I am satisfied with the support available to help me manage my health and wellbeing	56%	63%	53%	37%	66%	76%	33%	50%	60%	54%	69%	50%	62%
My workload is allocated in a fair and transparent way	57%	61%	56%	43%	61%	71%	56%	63%	70%	64%	58%	58%	62%
Bullying & Harassment	65%	69%	68%	48%	63%	74%	66%	63%	60%	70%	64%	64%	70%
Bullying / harassment personally experienced: Has it stopped?	48%	54%	42%	40%	50%	0%	33%	50%	71%	100%	50%	33%	50%
Bullying / harassment personally experienced: Have you reported this?	33%	30%	44%	28%	33%	0%	67%	67%	14%	0%	25%	0%	50%
Bullying / Harassment witnessed: Has it stopped?	42%	44%	49%	33%	43%	100%	0%	50%	50%	75%	0%	40%	
Bullying / Harassment witnessed: Have you reported this?	24%	26%	31%	21%	14%	100%	80%	0%	33%	0%	0%	20%	
In the last 12 months, I have felt bullied or harassed at the University	76%	81%	79%	58%	74%	79%	72%	75%	63%	79%	81%	88%	69%
In the last 12 months, I have witnessed someone else being bullied or harassed while working at the University	70%	74%	69%	54%	71%	82%	69%	66%	73%	75%	76%	67%	77%
Engagement	66%	71%	65%	46%	71%	80%	66%	60%	66%	77%	77%	68%	72%
I am proud to work for the University	74%	79%	72%	53%	76%	89%	72%	69%	70%	82%	85%	75%	92%
I would recommend the University as a great place to work	59%	65%	56%	35%	66%	79%	50%	53%	53%	75%	77%	63%	85%
I would still like to be working at the University in two years' time	66%	70%	68%	52%	71%	71%	75%	59%	73%	75%	69%	67%	38%

Appendix

Dashboard:	University of Sussex Pulse Survey January 2021 (including comments)
Dashboard hierarchy type:	Organogram
Response count:	2162
Panel count:	4543
Participation:	48%
Comparison:	Survey Overall
Report produced:	8 March 2021

Comparisons

	Overall	Straight or Heterosexual	Prefer not to say	Gay or Lesbian	Bisexual	Prefer to self-describe
No. of Responses	2162	1453	360	128	121	30
Inclusion	63%	68%	46%	63%	57%	51%
I am treated with dignity and respect	72%	77%	55%	73%	68%	73%
I believe I am valued for what I do at the University	61%	67%	40%	62%	55%	43%
I believe that the University is committed to Equality, Diversity and Inclusion	66%	72%	50%	66%	55%	63%
I feel that I fit in well at the University	71%	76%	54%	73%	69%	53%
I think it is safe to speak up and challenge the way things are done in the University	43%	48%	30%	41%	40%	20%
Leadership	47%	52%	31%	45%	39%	42%
I believe that action will be taken in the University in response to the results of this survey	40%	46%	24%	38%	28%	33%
My Head of School/Dean/Director of Professional Services provides effective leadership	67%	71%	54%	61%	65%	63%
The University Executive Group provides effective leadership	35%	41%	19%	38%	24%	27%

There is good co-operation between different parts of the University with which I work	44%	49%	29%	42%	39%	43%
Management	69%	72%	60%	67%	66%	61%
Did you have an annual appraisal in the last 12 months?	71%	71%	73%	73%	62%	63%
I am kept informed about matters affecting me	68%	73%	53%	68%	68%	48%
My appraisal was useful to me	62%	67%	49%	54%	63%	63%
My immediate line manager provides regular and constructive feedback	72%	74%	63%	70%	72%	70%
Development	54%	56%	45%	54%	58%	50%
I am aware of the University's mentoring scheme	65%	66%	59%	65%	63%	50%
My manager takes time to coach me and develop my skills	43%	45%	30%	43%	54%	50%
Workload & Wellbeing	58%	62%	44%	59%	55%	50%
During the Covid-19 pandemic I have been appropriately supported in my work	60%	65%	44%	63%	55%	50%
I am satisfied with the support available to help me manage my health and wellbeing	56%	61%	40%	59%	51%	47%
My workload is allocated in a fair and transparent way	57%	60%	47%	55%	60%	53%
Bullying & Harassment	65%	70%	50%	62%	66%	55%
Bullying / harassment personally experienced: Has it stopped?	48%	54%	38%	41%	44%	60%

Bullying / harassment personally experienced: Have you reported this?	33%	34%	29%	41%	28%	30%
Bullying / Harassment witnessed: Has it stopped?	42%	45%	36%	38%	36%	43%
Bullying / Harassment witnessed: Have you reported this?	24%	24%	21%	32%	41%	33%
In the last 12 months, I have felt bullied or harassed at the University	76%	81%	59%	76%	79%	67%
In the last 12 months, I have witnessed someone else being bullied or harassed while working at the University	70%	73%	57%	66%	73%	59%
Engagement	66%	72%	49%	66%	62%	54%
I am proud to work for the University	74%	79%	56%	75%	69%	60%
I would recommend the University as a great place to work	59%	65%	38%	58%	55%	50%
I would still like to be working at the University in two years' time	66%	71%	53%	66%	62%	53%

Appendix

Dashboard:	University of Sussex Pulse Survey January 2021 (including comments)
Dashboard hierarchy type:	Organogram
Response count:	2162
Panel count:	4543
Participation:	48%
Comparison:	Survey Overall
Report produced:	8 March 2021